

2018 RAP IMPACT MEASUREMENT REPORT



RECONCILIATION
AUSTRALIA

RECONCILIATION AUSTRALIA

Our vision is for a just, equitable and reconciled Australia

Our purpose is to inspire and enable all Australians to contribute to the reconciliation of the nation.

Cover photo

The photo on the cover of this report is of Helene James and Julie McTaggart from Townsville City Council, and Ian Kaddy, an artist who worked with the Council on the project below.

Townsville City Council worked closely with local Elders and Aboriginal and Torres Strait Islander artists to create a reflection area in the local cemetery. To find out more about this project, watch the RAPs in Action: Townsville City Council video on YouTube: youtube.com/reconciliationaus

Reconciliation Australia acknowledges the Traditional Owners of Country throughout Australia and recognises their continuing connection to land, waters, and community.

We pay our respects to the Traditional Owners of Country and their cultures; and to Elders past, present, and emerging.

Aboriginal and Torres Strait Islander peoples should be aware that this publication may contain images or names of people who have since passed away.

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FIVE DIMENSIONS OF RECONCILIATION

Reconciliation Australia understands and measures progress towards reconciliation through five interrelated dimensions: race relations, equality and equity, institutional integrity, unity, and historical acceptance.

Race Relations

All Australians understand and value Aboriginal and Torres Strait Islander and non-Indigenous cultures, rights and experiences, which results in stronger relationships based on trust and respect and that are free of racism.

Equality and Equity

Aboriginal and Torres Strait Islander peoples participate equally in a range of life opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and upheld.

Unity

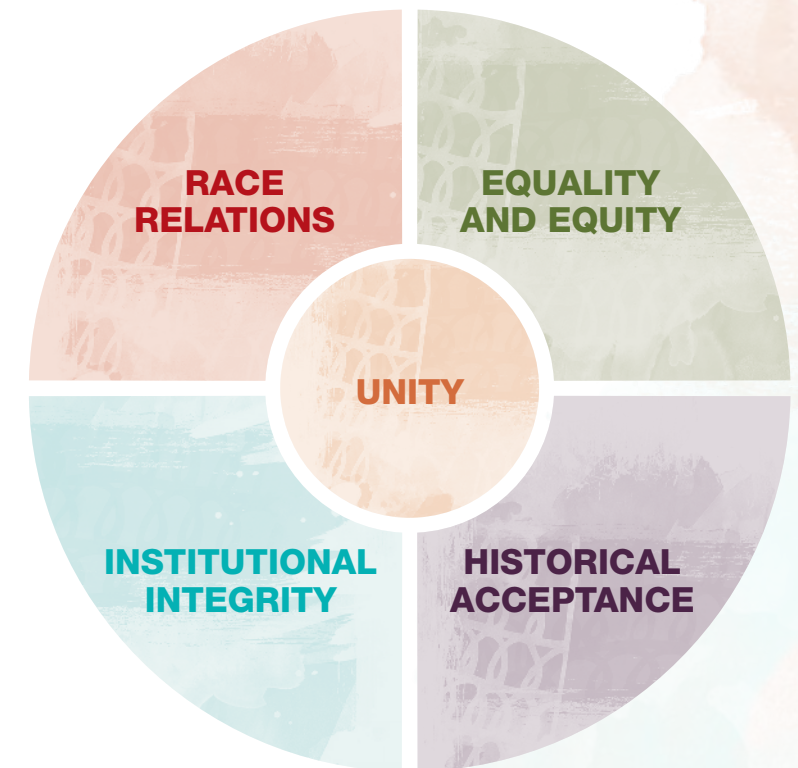
An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity.

Institutional Integrity

The active support of reconciliation by the nation's political, business and community structures.

Historical Acceptance

All Australians understand and accept the wrongs of the past and the impact of these wrongs. Australia makes amends for the wrongs of the past and ensures these wrongs are never repeated.



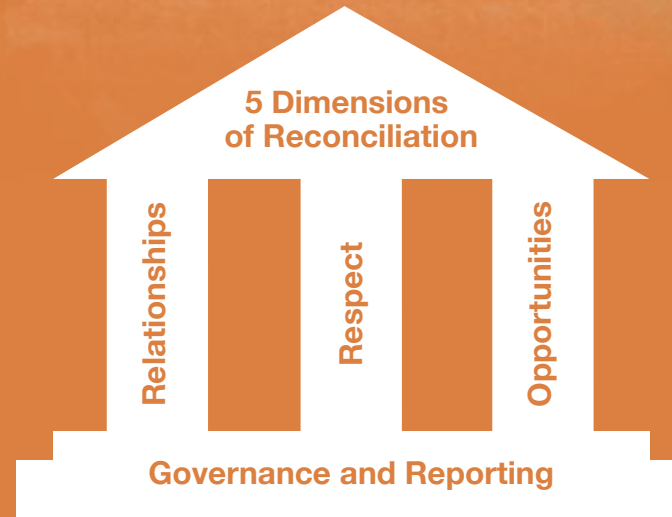
THE RAP PROGRAM

The Reconciliation Action Plan (RAP) program was developed in 2006 to provide a framework for organisations to support the national reconciliation movement.

A RAP is a business plan designed to advance reconciliation within the workplace and in the communities in which they operate.

Through the RAP program, organisations are supported to develop Reflect, Innovate, Stretch, or Elevate RAPs, with each type designed to suit workplaces at different stages of their reconciliation journey.

All RAPs are based on three core pillars: relationships, respect, and opportunities. Underpinned by effective governance and reporting practices, actions under these pillars drive progress across the five dimensions of reconciliation.



THIS REPORT

This report explores the impact of the RAP community during the July 2017 – June 2018 reporting period. For this report, we collected data from over 600 RAP organisations through an online questionnaire. Annual reporting is a requirement for all organisations in the RAP program and provides an opportunity for organisations to reflect on progress towards their RAP commitments.

THE IMPACT OF THE PROGRAM

Over 1,000 organisations across a range of sectors have formalised their commitment to reconciliation through the development of a RAP.

The program helps to foster a community of shared values, goals, and language that supports organisations to progress the five dimensions of reconciliation. As the program and organisations within it continue to grow, organisations are increasingly sharing learnings and collaborating to achieve positive outcomes.

Within organisations, RAPs change the attitudes and perceptions of individuals towards reconciliation. The impact of this is significant – with the potential to influence more than 1.9 million people that work in an organisation with a RAP, and a further 5.9 million people that are members or students of RAP organisations.



Witma Malang - Building Together (2018) by Saretta Fielding

RAPs CHANGE ATTITUDES AND PERCEPTIONS TOWARDS RECONCILIATION

Every two years, Reconciliation Australia conducts the Workplace RAP Barometer and the Australian Reconciliation Barometer to measure attitudes and perceptions towards reconciliation.

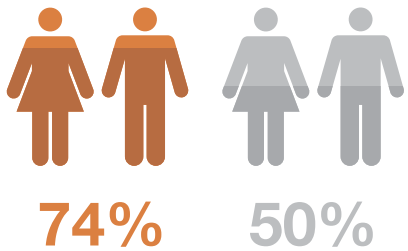
The Workplace RAP Barometer measures the attitudes and perceptions of employees in participating RAP organisations, while the Australian Reconciliation Barometer measures these attitudes and perceptions in the Australian community more broadly.

Comparing the results of the 2018 Workplace RAP Barometer to the 2018 Australian Reconciliation Barometer highlights the positive impact of the RAP program.

RAP organisations demonstrate greater:

Recognition of the importance of relationships between Aboriginal and Torres Strait Islander peoples and other Australians

74% of employees in RAP organisations consider the relationship between Aboriginal and Torres Strait Islander peoples and other Australians to be very important for Australia as a nation, compared with 50% of respondents in the broader Australian community.



Pride in Aboriginal and Torres Strait Islander cultures

77% of employees in RAP organisations feel proud of Aboriginal and Torres Strait Islander cultures, compared to 62% of respondents in the broader Australian community.



Recognition of the importance of Aboriginal and Torres Strait Islander cultures to Australia's national identity

89% of employees in RAP organisations agree that Aboriginal and Torres Strait Islander cultures are important to Australia's national identity, compared to 79% of respondents in the broader Australian community.



Historical Acceptance

A greater proportion of employees in RAP organisations accept the below facts about Australia's past than respondents from the broader Australian community:

Frontier wars occurred across the Australian continent when Aboriginal and Torres Strait Islander peoples defended their traditional lands from European invasion.



At the time of British colonisation, there were at least 250 distinct Nations, each with their own cultural identities and custodial connections to land.



Government policy in the 1900s dictated where Aboriginal and Torres Strait Islander peoples could live and be employed.



Aboriginal and Torres Strait Islander peoples were subject to mass killings, incarceration, forced removal from land, and restricted movement throughout the 1800s.



Aboriginal and Torres Strait Islander peoples did not have full voting rights throughout Australia until the 1960s.



Government policy enabled Aboriginal children to be removed from their families without permission until the 1970s.



■ Employees in RAP organisations ■ General community

Support for a formal truth telling process

55% of employees in RAP organisations believe it is very important to undertake a formal truth telling process to acknowledge Australia's shared history, compared to 36% of respondents from the broader Australian community.



Belief that a united Australia is possible

78% of employees in RAP organisations believe it is possible for all Australians to become united, compared to 72% of respondents from the broader Australian community.



RAPs ARE MAKING A DIFFERENCE ACROSS AUSTRALIA

NT

“I have had nothing but positive feedback from staff at all levels.”
– **Power Water Corporation**

WA

“The implementation of our first Reconciliation Action Plan drove us to create our RAP Working Group. This collaboration has lead us to better communication and ultimately to more meaningful community engagement.”
– **NEMMS JV**

SA

“Country Arts SA RAP has made a huge impact on the organisation in so many ways. The culture of our people has shifted completely in regards to working with and for South Australian Aboriginal communities. We are working towards embedding principles of self determination to ensure Aboriginal and Torres Strait Islander people have a voice and play a crucial part in making decisions on all aspects of Country Arts SA. Reconciliation is ongoing and will continue to be at the forefront of everything we do.”
– **Country Arts SA**

QLD

“Our RAP is a template for action and helps us to focus our attention and resources.”
– **Key Assets Australia**

NSW

“Our RAP ensures that reconciliation is embedded across our organisation as a collective as well as individual responsibility. Having a RAP has been essential to ensuring our staff are supported, empowered and engaged to learn more about our organisational commitment to reconciliation, and take action every day to drive progress.”
– **The Fred Hollows Foundation**

ACT

“Our RAP is a living document and ensures we are accountable for delivering stated initiatives. With strong, committed leadership and an active Indigenous Employee Network, the department continues to achieve against the RAP moving towards a more inclusive workplace where all employees feel safe and supported in order to achieve their personal and professional goals.”
– **Attorney-General's Department**

VIC

“Our RAP creates clear direction and holds our organisation accountable to ‘walk the talk’.”
– **Victorian Electoral Commission**



RELATIONSHIPS

Strong, meaningful, and mutually beneficial relationships between Aboriginal and Torres Strait Islander peoples and the broader community form the foundation of reconciliation efforts. When we get to know each other, attitudes and behaviours towards each other improve. When programs and policies that affect the lives of Aboriginal and Torres Strait Islander peoples are developed and implemented in partnership, better outcomes are achieved. Strong relationships, grounded in trust and respect, enable us to work together towards shared goals.

In this reporting period:



2,764,260

people worked or studied
in an organisation with a RAP



13,022

partnerships existed
between RAP organisations
and Aboriginal and Torres
Strait Islander organisations



\$33,325,753

in donations were provided
to Aboriginal and Torres Strait
Islander organisations

Starlight Children's Foundation

The Starlight Children's Foundation identified two new partners for the expansion of their Healthier Futures Initiative, and have completed two pilot trips to new regions in Far North Queensland and South Australia. Through Starlight's Healthier Futures Initiative, Captain Starlight visits kids in remote Aboriginal and Torres Strait Islander communities. Captain Starlight is the superhero who captures a sick kid's imagination and creates a healing environment filled with entertainment, fun, laughter, and joy. By engaging with kids through song, dance, and storytelling, Starlight has helped to boost health clinic attendance in remote communities. By enhancing the clinic experience through Captain Starlight's own brand of fun, community confidence in the healthcare system has increased too.

Arcadis Australia Pacific

Arcadis has proudly established a partnership with notable Aboriginal artist Saretta Fielding, from Saretta Art and Design. Saretta worked with Arcadis to help tell the story of their RAP through visual artwork. Arcadis wanted to communicate to their people, suppliers, clients, and partners that reconciliation is about walking together along a shared path, and taking others on the journey with them. Saretta and her team then helped Arcadis to source artwork for their offices. This visual artwork helps communicate the Arcadis RAP to their various stakeholders. Through this process, Arcadis' relationship with Saretta has deepened, and she is now an adviser for the Arcadis RAP Working Group. In working closely with Arcadis, Saretta shares her knowledge and helps guide Arcadis on their reconciliation journey.



Photo (top), Courtesy of Starlight Children's Foundation Healthier Futures Initiative

Photo (above), Saretta Fielding from Saretta Art and Design, www.saretta.com.au

Photo (left), Townsville City Council

Merri Health

Merri Health partnered with The Long Walk during National Reconciliation Week, to commemorate Michael Long's 2004 walk to Canberra. This became 'The Little Long Walk', where a group of students from a local primary school in Moreland walk along the Merri Creek to the Aboriginal Community Elders Services, where they take part in cultural activities including music, storytelling, and art, led by Aboriginal educators. Merri Health invites all schools in the Moreland local government area to submit an expression of interest to participate in The Little Long Walk to increase their appreciation and understanding of Aboriginal and Torres Strait Islander cultures.

Photo (right), Michael Long and students at the 2017 Little Long Walk.





Organisations are stronger when they understand, promote, and celebrate Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights. Without respect for Aboriginal and Torres Strait Islander ways of doing things, respectful relationships cannot be built. Without pride in Aboriginal and Torres Strait Islander cultures and heritage, we cannot foster a shared identity. Without understanding the wrongs of the past, we cannot prevent these wrongs from being repeated.

In this reporting period:



121,482

employees in RAP organisations participated in online cultural learning



57,820

employees in RAP organisations participated in face to face cultural learning



4,409

employees in RAP organisations participated in cultural immersion

Melbourne Football Club

In 2018, Melbourne Football Club organised their club song to be played in the local Arrernte language, to open the Sir Doug Nicholls Round in Alice Springs. They wanted to give the local people a greater sense of connection when they hear *It's a Grand Old Flag*. The club song was sung in Arrernte language when the players ran out onto the field. The club worked closely with notable Arrernte country singer, Warren H Williams, to sing the club song, after he helped to translate it from English to Arrernte. The club also received permission from the Arrernte Elders to play the song at the game. There were tears from visiting fans and local fans alike when they heard the Melbourne Football Club theme song being sung in language.

Wyndham City Council

All Wyndham City Council kindergartens have RAPs through the Narragunnawali: Reconciliation in Education program. Each year, all kindergarten children participate in the *A Walk on Country* program that celebrates Aboriginal and Torres Strait Islander cultures at a place of significance. This program relies on partnership and participation with senior local Aboriginal community members and Traditional Custodians. This annual program engages children and their families to learn about and value First Nations peoples, cultures, and beliefs, through play and culturally-specific activities. This initiative has helped Council to further develop meaningful relationships with Traditional Owners.



Photo (above), Courtesy of Boeing. Indigenous Arts Management by Dreamtime Art Artwork © Sarrita King, *Earth Cycles*, 2017

Photo (left), Courtesy of Melbourne Football Club

City of Ballarat

To celebrate NAIDOC Week, the City of Ballarat wanted to honour the theme *Because of Her, We Can!*, to acknowledge the essential role that women have played, and continue to play as role models at the community, local, state, and national levels. The City of Ballarat organised an inspirational portrait exhibition to showcase the contributions of strong Aboriginal and Torres Strait Islander women to the community. The purpose of the portraits was to eradicate the idea of 'out of sight out of mind' by focusing on female Aboriginal and Torres Strait Islander trailblazers during NAIDOC Week.



Photo (right), Amanda Ryan (Jakiel) with her two children during the Ballarat Portrait and Storytelling Exhibition. Photo courtesy of Ballarat City Council.



Photo (above), Sissy Amelia Austin, who together with the City of Ballarat and Koorie Engagement and Action Group members, lead the initial consultation for the Ballarat Portrait and Storytelling Exhibition

OPPORTUNITIES



Large and unacceptable gaps between Aboriginal and Torres Strait Islander peoples and other Australians exist on all social, health, educational, and economic indicators. RAPs play an important role in improving access to opportunities and creating positive change within the wider community.

In this reporting period:

\$350,454,031

was invested in Aboriginal and Torres Strait Islander students through educational scholarships



\$634,795,392

of goods and services were procured from Aboriginal and Torres Strait Islander businesses



41,186

Aboriginal and Torres Strait Islander people were employed by an organisation with a RAP

\$29,063,861

in pro bono support was provided to Aboriginal and Torres Strait Islander individuals, organisations, and communities



Bureau of Meteorology

The Bureau of Meteorology Queensland State Manager met with the Torres Strait Regional Authority in June 2018, which resulted in approval being granted for the Masig Seasonal Calendar to be added to the Indigenous Weather Knowledge website. The website is a formal recognition of traditional weather and climate knowledge that has been developed and passed down through countless generations by Aboriginal and Torres Strait Islander people. The Bureau staff worked closely with the Kaurna and Yirrganydji communities to assist them with compiling their seasonal climate and weather calendars.

Life Without Barriers: *A Soft Landing* storybook about foster care

Life Without Barriers teamed up with pre-eminent childhood trauma academic and practitioner Professor Helen Milroy, to launch a storybook to explain the out of home care experience through metaphor, to young children in foster care. Storytelling is one of the earliest forms of teaching and learning for children, as well as being a central part of Aboriginal and Torres Strait Islander cultures. Storytelling is also an age-appropriate form of therapy. The storybook *A Soft Landing* as well as a plush toy kangaroo with joey, has been made available to Aboriginal and Torres Strait Islander children in out of home care within the Life Without Barriers organisation across the country. Although designed for Aboriginal and Torres Strait Islander children, it is also suitable for non-Aboriginal and Torres Strait Islander children in care, and is a story that is enjoyable for all children.



Photo (above), *A Soft Landing* by Professor Helen Milroy

Photo (left), NAIDOC Week at Bondi Westfield. For more information watch the RAPs in Action: Bondi Westfield video on YouTube: youtube.com/reconciliationaus

Eastern Access Community Health (EACH)

EACH has made a commitment to ensure that its spaces are culturally welcoming and educational. During a recent re-development of an EACH Childcare centre, extensive community consultations were carried out to incorporate culture into the space. The redevelopment of the childcare centre included naming rooms in Woivurrung language after animals. The outdoor play space incorporates an art installation of painted wooden poles, a mural painting, and a picture of a possum skin cloak. EACH engaged with community members to seek permissions and illustrations for naming the rooms. A further addition was the Bush Tucker Garden and this was supported by Community members, as well working with EACH Child Staff.



Photos courtesy of Eastern Access Community Health



Save the Children Australia

More than a third of children in Save the Children early childhood programs are Aboriginal and Torres Strait Islander peoples. Save the Children work alongside communities to support effective community-driven development that enhances opportunities for children and families, respecting culture, community, and connection to land. Save the Children collaborated with a local Aboriginal organisation, Maari Ma Health, to transition their Wilcannia Early Childhood program to community control. Save the Children is proud of its commitment to self determination, as demonstrated by this transition. While they were sad to say goodbye to their colleagues, Save the Children know the program will continue to grow and flourish into the future, with the community having more ownership over the program.



GOVERNANCE AND REPORTING

Strong governance is vital to turning good intentions into action to support the national reconciliation movement.

An effective RAP Working Group that is guided by Aboriginal and Torres Strait Islander voices should govern the development and implementation of RAPs.

Reporting RAP achievements, challenges, and learnings internally and externally demonstrates accountability and transparency, and a commitment to continued learning.

Embedding resourcing, capability, and support (especially from senior leadership) for the RAP across the organisation underpins the effective implementation of RAP commitments.

To find out more about the RAP program and how to get involved, please visit reconciliation.org.au or email rap.team@reconciliation.org.au

Throughout the past year of our RAP journey we have grown in our understanding that true reconciliation takes time, ongoing commitment and support from all levels of our organisation. It is the responsibility of everyone at Mission Australia to see the RAP objectives achieved.

– Mission Australia



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